



COUNCIL ORDINANCE NO. 20553

COUNCIL BILL 5143

AN ORDINANCE CONCERNING SICK LEAVE; AMENDING SECTION 5 OF ORDINANCE NO. 20537; AMENDING SECTIONS 4.576 AND 4.582 OF THE EUGENE CODE, 1971; PROVIDING FOR AN IMMEDIATE EFFECTIVE DATE; AND PROVIDING FOR AN AUTOMATIC REPEAL.

ADOPTED: June 17, 2015

SIGNED: June 18, 2015

PASSED: 7:0

REJECTED:

OPPOSED:

ABSENT: Clark

EFFECTIVE: June 18, 2015



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The City Council of the City of Eugene finds as follows:

A. On July 28, 2014, the City Council passed Ordinance No. 20537 which adopted Eugene Code provisions establishing minimum standards for sick leave for employees who work inside the City. The Ordinance provided that the provisions of new Code Sections 4.576 through 4.580 not become effective until July 1, 2015.

B. The 2015 Oregon Legislature is considering SB 454 that would require all employers to implement paid sick time for employees.

C. Ordinance No. 20537 should be amended to provide that the City's sick leave provisions become effective on January 1, 2016, rather than July 1, 2015. This delay would allow the City Council to determine what changes to the City's Ordinance, if any, would be necessary due to the State's adoption of legislation similar to City Code provisions.

NOW, THEREFORE,

THE CITY OF EUGENE DOES ORDAIN AS FOLLOWS:

Section 1. Section 5 of Ordinance No. 20537 is amended to read as follows:

Section 5. Notwithstanding the effective date of ordinances as provided in the Eugene Charter of 2002, the provisions of EC 4.576 through 4.580 shall not become effective until January 1, 2016.

Section 2. Subsection (5) of Section 4.576 of the Eugene Code, 1971, is amended to provide as follows:

4.576 Sick Leave – Accrual of Sick Leave.

- (5)** Employees shall begin to accrue sick leave from an employer on January 1, 2016, or commencement of employment, whichever is later.

Section 3. Subsection (8) of Section 4.582 of the Eugene Code, 1971, is amended to provide as follows:

4.582 Sick Leave – Administrative Rules. The city manager shall adopt, and as necessary amend, rules in the manner prescribed in section 2.019 of this code to assist in the implementation of sections 4.570 through 4.584 of this code, including but not limited to:

- (8) Establishing a grace period after January 1, 2016, during which time compliance will be sought through education rather than imposition of fines and penalties.

Section 4. The City Recorder, at the request of, or with the consent of the City Attorney, is authorized to administratively correct any reference errors contained herein, or in other provisions of the Eugene Code, 1971, to the provisions added, amended or repealed herein.

Section 5. Pursuant to the provisions of Section 32(2) of the Eugene Charter of 2002, with the affirmative vote of two-thirds of the members of the City Council, this Ordinance shall become effective immediately upon adoption by the Council and approval by the Mayor, or passage over the Mayor's veto. An immediate effective date is necessary so that the July 1, 2015 sick leave provisions' effective date is amended prior to July 1, 2015.

Section 6. Ordinance No. 20537 shall be automatically repealed on January 1, 2016, in the event that the B-Engrossed version of SB 454 is signed into law by the Governor and is not referred to the voters.

Passed by the City Council this
17th day of June, 2015

Beth Louest
City Recorder

Approved by the Mayor this
18 day of June, 2015

Kitty Percy
Mayor